

# **Juab School District**

## **2008-2009 Legislative Performance Pay Plan**

### **Certified Staff (80% of the Allocation)**

1. Certified staff may apply for a \$2,500.00 performance bonus. The District will award up to 20 certified performance bonuses. Eligible teachers must submit a letter of intent to apply no later than Friday, October 31, 2008. Performance bonuses will be distributed no later than June 30, 2009. No personnel on a probationary status will be eligible to apply.
2. Teaching staff may apply by utilizing the following criteria. An independent panel will judge the applications. Members on the panel will be composed of District educators, board members, parents and business people. Educators applying for a bonus may not serve on the evaluation panel. The panel will provide feedback to the applicant on the strengths and weaknesses of his/her submittal.
3. A teacher will provide multiple lines of student academic achievement including at least four of the following:
  - A. Evidence of student academic achievement as provided by an objective measure such as end of level tests or value added scores as detailed on NWEA results (Required for all elementary applicants.)
  - B. Proof of at least four writing assignments on viable prompts and scored on all or part of the standard six trait-writing rubric. Teachers must provide a one-page narrative explaining all four writing assignments and one student example for each assignment. Student work must show scoring evidence.
  - C. Proof in application that the teacher has addressed with his/her students at least four of the following generic 21<sup>st</sup> Century skills. The teacher must provide evidence verified by the principal on specifically how he/she addressed these skills. Acceptable lines of evidence may include lesson plans and/or narrative explanations. Evidence should be concise and to the point. Scrapbook type evidence or lengthy explanations are not acceptable.
    1. Reading Comprehension
    2. Computer and Technology Skills
    3. Critical Thinking and Problem Solving Skills
    4. Ethics and Responsibility
    5. Teamwork and Collaboration

6. Oral Communication
  7. Life Long Learning and Self Direction
  8. Mathematical Skills
  9. Leadership
  10. Creativity and Innovation
  11. Media Literacy
  12. Global Awareness
- D. Evidence that the teacher has engaged in at least four professional development activities over the past year. Staff should provide a one page listing of professional development activities with a two to three sentence explanation for each entry.
1. Formal college or District classes
  2. Conferences or work shops
  3. District or school curriculum committees.
  4. Teacher mentoring or coaching activities.
  5. Participation in the District Teacher Evaluation Program
- E. Parent surveys on forms provided by the District
- F. Student surveys provided by the District if the staff member is a secondary teacher. (Required for all secondary teachers)
4. Counselors may apply for a bonus by completing the following:
- A. Hold a counseling degree and be fully endorsed by the state in Comprehensive Guidance by the USOE.
  - B. Supply a written recommendation from the principal outlining specifically the strengths of the applicant.
  - C. From the Formal Needs Assessment done every three years, identify the CCGP Standards and Competencies that need improvement on that year.
  - D. Provide a list of initiatives/data projects that the applicant has employed to improve the identified CCGP Standards and Competencies. Show results of all Data Projects.
  - E. Detail ways the applicant has helped the school to meet the needs of all students.
  - F. Conduct surveys for parents, teachers, and students that are provided by the District to help determine the effectiveness of the CCGP in their school.

5. Speech therapists may apply for a bonus by completing the following:
  - A. Supply a written recommendation from the supervisor outlining specifically the strengths of the applicant.
  - B. From the Utah Program Improvement Planning System conducted yearly, provide documentation of file compliance demonstrated by individual student review.
  - C. Provide a District wide caseload including pre school and a schedule of services provided including IEPs and parent meetings.
  - D. Evidence that the therapist has engaged in at least four professional development activities over the past year.
    1. Formal university or District classes
    2. Conferences or workshops
  - E. Provide a list of initiatives or programs that the speech therapist has employed to enhance the progress of students in speech therapy.
  - F. Provide documentation of coaching and training provided to regular and special education teachers to enhance the progress of students identified as having communication disorders.

#### **Classified Staff (20% of Total Allocation)**

1. Classified staff may be eligible for a \$1500.00 performance bonus. The District will award up to nine classified performance bonuses.
2. Selection Process: Employee supervisors may nominate qualified full time staff. The supervisor must submit a precise recommendation on a required application form on the merits of nominated employee. The criteria for selection are listed below. An independent panel will judge the applications.
  - A. Proof of effectiveness and accomplishment
  - B. Industry – willingness to go the extra mile
  - C. Willingness to assist others (team player)
  - D. Evidence of professional demeanor and behavior.
    1. Appropriate dress
    2. Cordial relationships with patrons, parents, and students
    3. Cooperation with, and support of co-workers.

#### **Eligible Staff**

Members eligible to receive the performance bonus will be limited to full time teachers and full time classified personnel. Administrators, and full time certified District and/or supervisory personnel will **not** be eligible for the performance bonuses.